



**HEALTH SERVICES  
PROFESSIONAL ADVISORY COMMITTEE (HSPAC)**  
*Multidisciplinary in Approach, Connected by Service, Advancing Public Health*

## HSPAC Career Development Subcommittee



Career Development

### 2020 HSO Category Benchmarks Summary of Changes

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**HEALTH SERVICES PROFESSIONAL ADVISORY COMMITTEE**  
**HSPAC Career Development Subcommittee**  
2020 HSO Category Promotion Benchmarks  
Summary of Changes



## **INTRODUCTION**

### **INTRODUCTION**

The [HSPAC Career Development Subcommittee](#) supports the career and professional growth and development of Health Services Officers throughout their career in the Commissioned Corps.

### **PURPOSE**

The Career Development Subcommittee has developed the **2020 HSO Category Promotion Benchmarks Summary of Changes** to provide an overview of the revisions to the 2020 Health Services Officer Category Promotion Benchmarks. The Benchmarks have been updated with minor adjustments.

## Benchmarks Overview

<b>Applicable to all officers</b>	It is recommended that officers review the HSPAC Career Progression and Promotion Guidance (CP2G) Toolkit at <a href="https://dcp.psc.gov/OSG/hso/sub-careerdev-cp2g.aspx">https://dcp.psc.gov/OSG/hso/sub-careerdev-cp2g.aspx</a>
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### 1. Performance Rating and Reviewing Official's Statement

Factor	Commissioned Officers' Effectiveness Report (COER)
Benchmarks T-O5/P-O4	REMOVED: Completes assigned duty-related mandatory training and elective training to complement mandatory training
Benchmarks T-O6/P-O5/P-O6	REMOVED: Completes assigned duty-related mandatory training and elective training to complement mandatory training
	ADDED: Should currently occupy an O-6 billet

## 2. Education, Training, & Professional Development

Factor	Degrees and/or Certifications/Credentialing, Licensure (beyond that required for appointment)
Benchmarks T-O5/P-O4	ADDED: Example advanced credentials of CHES®, MCHES®, or Project Management
Benchmarks T-O6/P-O5/P-O6	ADDED: Example advanced credentials of CHES®, MCHES®, or Project Management

Factor	Continuing Education and Training
Benchmarks T-O5/P-O4	REMOVED: Identifies and develops educational programs for a broader public health audience at the local or regional level
Benchmarks T-O6/P-O5/P-O6	REMOVED: Identifies and develops educational programs for a broader public health audience at the national or international level

Factor	Public Health Training/Experience beyond initial degree (can also be counted in continuing education)
Benchmarks T-O5/P-O4	REMOVED: Assisting in developing course work for public health training that builds upon past experiences
Benchmarks T-O6/P-O5/P-O6	REMOVED: Creates and leads new programs in public health

### 3. Career Progression and Potential

Factor	Pillar Assignment
ALL Grades	REMOVED: Officer encumbers a position that meets one of the five pillars

Factor	Assignments
Benchmarks T-O6/P-O5/P-O6	<p>REMOVED: Expert in their area with responsibility for independently conducting/leading projects</p> <p>ADDED: Serves as a recognized expert and/or leader in an organization. Supervises team of staff to manage and administer organizational programs or operations.</p>

Factor	Collateral Duties
Benchmarks T-O5/P-O4	ADDED: Or leads for an organizational collateral duty/activity with demonstrable significance and impact to the organization
Benchmarks T-O6/P-O5/P-O6	ADDED: Or leads for an organizational collateral duty/activity with demonstrable national or international significance and impact

#### **4. Professional Contributions, Basic Level of Force Readiness History, and Services to the PHS Commissioned Corps**

<b>Factor</b>	<b>Officer CC Contributions</b>
ALL Grades	ADDED: Factor now includes HSPAC Advanced Readiness Initiative  REVISED: Precept now includes ‘basic level of force readiness history”

#### **5. Basic Readiness – *removed from Promotion Precepts***

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